

100-1084

ROUTING AND RECORD SHEET

SUBJECT: (Optional) Overseas Pay Schedules			DD/A Registry 83-0682/3	
FROM: DD/PA&E/OP 1006 Ames		EXTENSION		NO. STAT
		DATE		6 May 1983 STAT
TO: (Officer designation, room number, and building)	DATE	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)	
	RECEIVED	FORWARDED		
1. EA/D/OP 5E58 Hqs.	10 MAY 1983		It is recommended that you sign the attached memorandum from the D/Logistics indicating concurrence in the appeal to include Supply Officers and Assistants as eligible for pay under an Overseas Pay Schedule.	
2.				
3. DD/OP	11 MAY 1983			
4.			D/Logistics makes some of the same points on which we agree, i.e., that Supply and Logistics functions are to a large degree interchangeable. Officers and assistants with these titles are evaluated by the same career panel, their work assignments overlap in many respects, and Supply Officers and Assistants are interchangeably assigned to Logistics Officer/Assistant positions.	
5. D/OP				
6.				
7. DDA Registry			We recognized these agreements but did not initially recommend inclusion in Category A choosing instead to suggest to OL that it consult PMCD about changing the supply titles to logistics titles and allow qualification for overseas pay in that fashion (Logistics Officer/Assistant are in Category A). In connection with its present review of OL, PMCD has looked at a variety of OL positions but feels it must continue to make title distinctions based on job content and responsibilities; however, PMCD does believe that the jobs are similar in many respects and does not take issue with the arguments made by D/Logistics.	
8. DDA				
9. D/Logistics				
10. DD/A REGISTRY FILE: 100-10				
11.				
12.				
13.				
14.				
15.			STAT	

83-1084	DD/A Registry
	83-0682/2

22 APR 1983

MEMORANDUM FOR: Director of Personnel

VIA: Deputy Director for Administration

FROM: Daniel C. King
Director of Logistics

SUBJECT: Overseas Pay Schedule

REFERENCES: A. OPM No. 20-31-56, dtd 23 February 1983

B. Memo for D/Pers from D/L, dtd 8 March 1983,
Same Subject (OL 3061-83)

C. Memo for DDA from D/Pers, dtd 24 March 1983,
Same Subject

1. Action Requested: This memorandum submits a recommendation in paragraph 3 for the approval of the Director of Personnel.

2. Background: Last month in response to reference A, I identified six occupational categories in the Office of Logistics (OL) which I believed were eligible for inclusion in the overseas pay program (reference B). These categories--Logistics/supply officer and assistant, engineer-general and engineering technician, appeared to meet the qualifying tests set forth in reference A in that employees serving in them were subject to "substantial" overseas service. Unfortunately, your review of these proposed positions resulted in the acceptance of the logistics officer and assistant only. The remaining four categories were declared ineligible. I strongly urge reconsideration of the supply officer and assistant occupational categories for the following reasons:

a. Supply officer and assistant carry the same career service designation as logistics officer and assistant - MLS - and are administered by one career service panel. In panel deliberations on comparative evaluations, promotions and assignments, no distinction is made between the supply and logistics occupational titles; both are considered as a single unit. The comparative evaluation ranking, for example, reflects an alphabetical listing of individuals in each evaluation category and no reference is made as to

OL 3097-83

ADMINISTRATIVE - INTERNAL USE ONLY

SUBJECT: Overseas Pay Schedule

whether he or she is a logistics or supply careerist. The panel also monitors the overseas service of these employees on an individual basis to ensure equitable opportunity for qualifying service, again without regard to occupational title.

b. To illustrate the above, OL has [] supply officer positions, only one of which is overseas; yet, [] of our [] supply officers are under CIARDS--certainly indicative of a career field which requires substantial overseas service. A review of the assignment history of these individuals reveals that most have moved interchangeably between supply assistant, logistics assistant, and logistics officer jobs. It has been policy to change the employee title to match the title of the position.

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c. Another indication that OL expects its supply officers and assistants to perform substantial overseas service is the fact that newly hired employees for these categories enter on duty []. Further, willingness to accept overseas assignments is a precondition to employment.


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Further support of this view can be found in the report of the Pilot Job Analysis Project conducted by your Office's Policy and Programs Staff (P&PS) on selected occupational categories in OL (1982-1983), the results of which were received during this writing. (By coincidence, the four "selected occupational categories" were logistics/supply officers and assistants.) Under survey results, the P&PS report states: "The job analysis data discloses no significant discernable differences between supply and logistics respondents with respect to the six questions asked of each of the 70 tasks (including the frequency of the tasks performed... Although certain job category distinctions do exist, the job analysis questionnaire statistics strongly suggest that, as practiced by OL career management, the Logistics/Supply task activities, in general, represent one job and career."

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3. Recommendation: I feel that paragraph 2 above provides sufficient evidence that the supply/logistics occupational categories are interchangeable with respect to the requirement for the performance of substantial service abroad. Accordingly, I request your approval in the designation of supply officer and supply assistant as categories eligible for the Overseas Pay Schedule.

STAT



Daniel C. King

Attachments:
References

ENDORSED:

ILLEGIB

26 APR 1983


Deputy Director for Administration

Date

CONCUR:

11 MAY 1983

/s/ James N. Glerum
Director of Personnel

Date

Distribution:

- Orig - Addressee and return to OL/P&TS
- 2 - DDA
- 1 - D/Pers